UMCP ADVANCE: An Ally For Faculty Agency and Success

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University of Maryland ADVANCE

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Goal Statement

UMCP ADVANCE aims to:

• Create *Transparency* so all faculty have information and understand what they need to do to succeed.

• Enrich *Professional Networks* so all faculty have support from colleagues.

• Increase *Retention* so more faculty feel UMD is the best place to build a career.

• Increase Awareness of and *Reduce Implicit Bias* and its negative effects on faculty careers.

• Improve *Work Environments* and climate so they are equitable and provide challenge and support for faculty work.

We accomplish these goals by creating strategic relationships between faculty on campus where we identify work environment challenges and tackle them together to become a more inclusive university.
Building a More Inclusive Campus

Accomplishments

• Hiring and Retention of Women Faculty
• Building community among new faculty
• Parental Leave
• Professional track promotion

Continued & New Challenges

• Retention & Advancement of Tenure Track Faculty
• Micro-aggressions and bias noted by women and URM faculty, staff, and students
• Work-Life Policy Awareness & Use
• Professional Track faculty equity and advancement
Four Things That Help Faculty Succeed

- Information (and examples)
- Allies (Professional Networks)
- Advice (Strategic, Informed)
- Structures and cultures that are inclusive
ADVANCE is your Ally……

• *ADVANCE Professors (one assigned to each college)
• *Peer Networks for Women, URM & Professional Track Faculty (still accepting faculty for KOF, AFD 2018-2019)
• Dashboard for Demographics, Salary, Campus Service
• Work-Life Policies & FAQs
• Inclusive Faculty Hiring Pilot (EDUC, ARHU, BSOS, ARCH, CMNS, AGNR)
• Terp Allies (Interactive Theater Program)
• Faculty Workload and Rewards Project
ADVANCE Professors

Senior women faculty who help faculty be strategic

- Provide individual strategic mentoring for assistant & associate professors and facilitate peer and group mentoring
- Act as knowledge brokers—about work life policies, dashboard, where to find resources for conflict resolution
- Provide strategic advice to the Director on directions of all programs

<table>
<thead>
<tr>
<th>Name</th>
<th>College/School</th>
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<tbody>
<tr>
<td>Amy Mullin</td>
<td>Computer, Mathematical, and Natural Sciences</td>
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<tr>
<td>Rebecca Hann</td>
<td>Robert H. Smith School of Business</td>
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<tr>
<td>Carol Keefer</td>
<td>Agriculture and Natural Resources</td>
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<tr>
<td>Nia Imani Fields</td>
<td>Agriculture and Natural Resources Extension</td>
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<td>Melanie Killen</td>
<td>Education</td>
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<tr>
<td>Barbara Curbow</td>
<td>School of Public Health, Public Policy</td>
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<td>Carmen Balthrop</td>
<td>Arts and Humanities</td>
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<tr>
<td>Jennifer Golbeck</td>
<td>Journalism, Information Studies</td>
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<tr>
<td>Andrea Chronis-Tuscano</td>
<td>Behavioral and Social Sciences</td>
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<tr>
<td>Lourdes Salamanca-Riba</td>
<td>Engineering</td>
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<tr>
<td>Ronit Eisenbach</td>
<td>Architecture, Planning and Preservation</td>
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<td>Kalyani Chadha</td>
<td>Philip Merrill College of Journalism</td>
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<td>Susan Wendy Parker</td>
<td>School of Public Policy</td>
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ADVANCE Networks

- Clarify Goals
- Get to know academic neighborhood
- Present Diverse Models of Success
- Find Information, Allies
- Engage Peers for Advice, Affirmation, Third Spaces
ADVANCE Peer Network Facilitators

ADVANCING FACULTY DIVERSITY

Stephen B. Thomas  
Professor, School of Public Health  
Director, University of Maryland Center for Health Equity  
Associate Director, National Mentor Research Network

Carol Espy-Wilson  
Professor, Electrical Engineering  
Director, Speech Communication Lab  
A. James Clark School of Engineering

Linda Steiner  
Professor, Journalism  
Philip Merrill School of Journalism

Darryll Pines  
Dean, A. James Clark School of Engineering;  
Nariman Farvardin Professor, Aerospace Engineering

Bonnie Thornton-Dill  
Dean, College of Arts and Humanities; Professor, Women’s Studies

Katerina Thompson  
Assistant Dean, Science Education Initiatives;  
Instructor, Biological Sciences College of Computer, Mathematical, and Natural Sciences

ADVANCING FACULTY DIVERSITY

ADVANCING FACULTY DIVERSITY

KEEPING OUR FACULTY

LEADERSHIP FELLOWS

LEADERSHIP FELLOWS

ADVANCING PROFESSIONAL TRACK FACULTY
Peer Networks Work!

When controlling for gender, race and rank, participation in ADVANCE activities was found to significantly decrease the odds of leaving the institution and increase the odds of being promoted (2010-2017)
Shift in Thinking about Faculty Success…
Often all we see is the tree….
Not what is holding it up.......
How to Get Involved

• Join our peer networks, create your own.
• Connect with your ADVANCE Professor
• Use the ADVANCE Dashboard
• Become a TERP Ally

Contact us with ideas for strengthening our work environments to be better for ALL faculty.
Information, People & Resources

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Faculty Specialist: Dawn Culpepper dkculpep@umd.edu

Program Coordinator GA: Laura Widener lwidener@terpmail.umd.edu

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